

# Leaflet

Public & Private Workers of Canada

Est. 1963



**EACH PYLON  
= ONE WORKER**

**April 28, 2025, National Day of Mourning**

**Last year 146 BC Workers died from a workplace injury or disease.  
6 of them were young workers.**

National Day of Mourning, PPWC Local 15

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# Spring 2025

# LETTER FROM EDITOR

Welcome to our PPWC Members,

Welcome to the Spring 2025 Edition of the Leaflet.

In this edition of the Leaflet, we have lots of great articles from our Officers, the CCU, Forest Stewardship Council, Local reports and more! Please take the time and review what the National & Locals at the PPWC are up to around the province.

If you have an article that you would like to include in the upcoming Leaflet editions, you can forward it through your Local to be passed on to the National at [national@ppwc.ca](mailto:national@ppwc.ca).

Enjoy your spring and summer and stay safe.

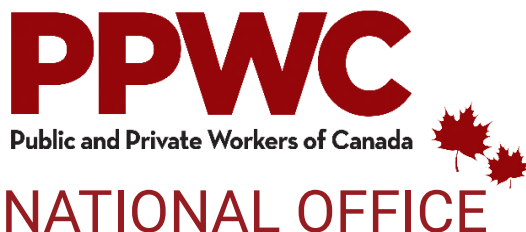
In Solidarity,

Geoff Dawe, PPWC National President & Communications Officer

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*Signed articles appearing in the Leaflet express the views and opinions of the authors. They do not form local or national policies or procedures. We welcome your feedback, opinions and inquiries.*

*The Leaflet attempts to give coverage to all locals, and pertinent material will be held for the future if the space is unavailable in the current issue.*





# NATIONAL PRESIDENT

## The Essential Role of Forestry Unions Like the PPWC in the Softwood Lumber Advisory Council

The inclusion of union representatives in the new softwood lumber advisory council is not only justified but necessary to ensure a well-rounded approach to this long-standing trade dispute. The softwood lumber industry is not just about government policy and trade negotiations, it is about the thousands of workers whose livelihoods depend on a fair and sustainable industry.

Unions bring a critical perspective to the table, representing the frontline workers who experience firsthand the impacts of U.S. tariffs, mill closures, and shifts in trade policy. They understand the day-to-day challenges of the industry, from job security to working conditions, and their input is vital in crafting solutions that protect both the workforce and the long-term stability of the sector.

Moreover, successful trade negotiations require a united front, where all stakeholders—government officials, industry leaders, and workers—have a say in shaping the strategy.

Excluding labor representation would mean ignoring the people who are directly affected by the policies being debated. A council that includes union voices ensures that any solutions proposed are not just focused on corporate or political interests but also on sustaining jobs, communities, and the broader economy.

While political parties play an important role in legislative oversight, trade negotiations and industry policy are not solely partisan matters. The inclusion of union representatives is a recognition that the strength of the Canadian softwood lumber industry depends on the people who work in it. If the goal is to create a strong and competitive sector, then the voices of those who keep it running every day must be heard.

The Public & Private Workers of Canada (PPWC) is honoured to be named on the Softwood Advisory Council (BC) and be your advocate.

### How the Public & Private Workers of Canada (PPWC) Can Help in the Softwood Lumber Dispute

The Public & Private Workers of Canada (PPWC) plays a crucial role in supporting forestry workers affected by the ongoing softwood lumber dispute. As a union representing workers in the pulp, paper, and forestry sectors, the PPWC can take several actions to protect jobs, advocate for fair trade policies, and ensure worker rights are upheld.

#### 1. Advocacy for a New Softwood Lumber Agreement (SLA)

The PPWC can lobby the federal and provincial governments to negotiate a new SLA with the U.S., ensuring fair trade terms that prevent excessive tariffs. Partnering with other unions, industry groups, and local governments can help amplify their message and put pressure on policymakers.

The PPWC can also work with American labor organizations to find common ground and push for a deal that benefits workers on both sides of the border.

#### 2. Supporting Workers Facing Job Losses or Mill Closures

When sawmills/pulpmills shut down or reduce operations due to tariffs, the PPWC can:

Negotiate better severance packages and retraining opportunities for displaced workers.

Advocate for stronger government support programs, such as wage subsidies, employment insurance extensions, and retraining initiatives.

Provide legal support and resources for workers navigating layoffs and employment transitions.

#### 3. Promoting Industry Diversification and Sustainability

The PPWC can push for policies that encourage diversifying Canada's lumber exports beyond the U.S. to countries like China, Japan, and Europe.

Advocate investment in value-added wood products (e.g., engineered wood, prefab housing) to create higher-margin jobs that are less dependent on raw lumber exports.

Support sustainable forestry practices that ensure long-term industry stability and job security.

#### 4. Raising Public Awareness and Political Pressure

The PPWC can run public awareness campaigns to highlight how tariffs hurt Canadian workers and consumers. Encourage workers and communities to pressure elected officials to take stronger action on resolving the dispute. Engage with media and policymakers to ensure worker concerns are central to trade negotiations.

#### 5. Strengthening Union Solidarity and Worker Protections

Ensure that workers retain strong bargaining power in an industry facing economic uncertainty.

Collaborate with other unions like Unifor, United Steelworkers, and American labor groups to build a united front against unfair trade practices.

Push for better workplace protections, retraining programs, and transition support for affected workers.

The PPWC is in a strong position to defend the interests of forestry workers by pushing for a fair-trade deal, securing better worker protection, and promoting industry resilience. By combining advocacy, legal support, public awareness, and worker solidarity, the PPWC can play a vital role in protecting jobs and ensuring a sustainable future for Canada's softwood lumber industry.

In Solidarity Geoff Dawe,  
PPWC National President, CCU article

# NATIONAL 1st VICE-PRESIDENT



## COFI Convention April 2-4, 2025

The 2025 COFI Convention was a speaker packed 2 days with 600+ registered delegates. Industry leaders, executives, politicians, experts, industry vendors and one union, the PPWC, were in attendance. The opening meet and greet was a great opportunity to talk with politicians and execs from many of our member companies. We were able to connect with industry execs such as Canfor, Mercer and Domtar. I believe it is vitally important that we attend these types of conferences. We must understand how our companies are thinking and how they are going to approach the next few years.

On Day 1 the Conference was opened by Kim Haakstad, COFI President and CEO, along with Chief Dolleen Logan from the Lheidl T'enneh First Nation. There were 8 sessions throughout the day. The lunch keynote speakers, Glen Clarke, James Moore and Mark Cameron, were the highlight session in my mind. Both Clarke and Moore shared their political experiences in relation to today's world and into the next 4 years. Clarke said we are entering a period of maximum unpredictability. Moore echoed Clarke's sentiments with "if you are not at the table, you are on the menu!". The current strategy of relying on wins at the WTO and USMCA tribunals is not working. We must lobby political leaders in the U.S. to focus on mutual interests like wildfire mitigation and rebuilding. The core theme was of adaptation and assertiveness.

Day 1 closing keynote speaker was John Rustad, Conservative Leader, MLA and Leader of the opposition. Not surprising Rustad gave a sharp critique of recent government approaches to land management, fiber access and permitting. All areas our companies are also saying are contributing factors into making B.C. a high-cost producer in forestry.

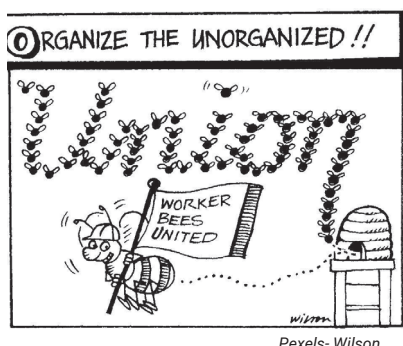
Day 2 saw more speakers that also brought a lot of colour to the table. Ravi Parmar, NDP Minister of Forests, gave his vision of forestry. He says he will continue to work hard for the industry and its workers. Minister Parmar put forward an overhaul of the B.C. Timber Sales agency (BCTS). This agency which controls approximately 20% of the AAC must evolve from a market-pricing tool into an active driver of forest stewardship. The new direction includes commercial thinning, including park land, wildfire risk reduction, salvage of damaged (burnt) timber and cultural and prescribed burning in partnership with First Nations.

The Convention closing keynote speaker was Premier David Eby. The Premier acknowledged that some of the sectors challenges stem from within the province, citing government policies, court decisions and endangered species legislation. My take is as always, we must be wary of government handing over too much control and power to industry as that was a contributing factor on how we got to where we are at today! Premier Eby pledged his government will get to the 45 million cubic meter AAC soon. Its imperative we give our industry certainty in fiber supply. For many years we haven't made changes or reforms to our stumpage for fear of U.S. retaliation, it is clear now that it doesn't matter what we do there will be be tariffs and duties attached to our products. We have won the court cases but the charges keep piling up.

The key words of the conference were stability, certainty, partnerships, relationships, predictability, hope, resiliency and respect. The drive to 45 was also a key theme. We need fiber certainty of 45 million cubic meters of AAC to stop further contraction in our forest industry.

Check out Tree Frog News for a complete summary of the Convention speakers and subjects.

In Solidarity,  
Chuck LeBlanc, PPWC National 1st Vice-President



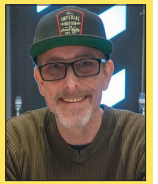
Pexels- Wilson



## PPWC Future Events

June 12th	Health and Welfare
June 16th	Audit Meeting
June 17th	Audit Meeting
June 18th to 19th	NEB Meeting
June 24th to 25th	Pension Meeting
Sept 9th	Audit Committee
Sept 10th and 11th	NEB Meeting
Sept 24th and 25th	Pension Meeting
Oct 23rd	Health and Welfare Trust Meeting

# NATIONAL 2nd VICE-PRESIDENT



Since we last met, there have been few significant changes within the role of 2nd Vice President. We continue to make progress with the Skookumchuck Supervisors and preparing for any upcoming negotiations. It will be a fine juggling act for the PPWC National with several different units bargaining different collective agreements soon.

However, one issue we can't afford to ignore is the geopolitical instability following Donald Trump's return to the White House. The impact of his administration's policies both domestic and international—will be felt across industries, including our own. Rather than hoping these challenges resolve themselves, we must prepare for the potential consequences.

One of Trump's key priorities is reinforcing American economic and industrial strength. His administration has already pushed for greater control over critical resources, particularly rare earth minerals and key manufacturing inputs. Reports suggest that trade negotiations with Ukraine involve securing access to strategic materials, while broader economic policies—including tariffs and protectionist measures—are reshaping global markets.

Meanwhile, Trump's approach to foreign policy, including a shifting stance on NATO and a more transactional relationship with allies, introduces further uncertainty. Any alignment with Russia on Ukraine or changes in U.S. defense commitments could have profound implications for global security and economic stability.

For Canada, these developments raise concerns about trade relations, resource security, and economic sovereignty. The possibility of increased U.S. influence over Canadian industries—whether through revised trade agreements, resource deals, or economic pressure—should not be underestimated.

On February 1, 2025, U.S. President Donald Trump signed executive orders imposing a 25% tariff on most Canadian imports, including forest products, and a 10% tariff on Canadian energy resources. These measures, aimed at addressing concerns over illegal immigration and drug trafficking, are set to take effect on March 4, 2025, following a temporary delay to allow for negotiations.

What are the potential consequences of the anticipated impacts on British Columbia's pulp and paper and sawmill industries, as well as the broader effects on the average British Columbian.

## Impact on the Pulp and Paper Industry

1. Increased Production Costs: The 25% tariff will elevate the cost of exporting pulp and paper products to the U.S., diminishing the competitiveness of Canadian mills in their largest market.

2. Potential Mill Closures and Job Losses: Facing reduced demand and profitability, some mills may be forced to curtail operations or shut down, leading to significant job losses in communities dependent on forestry.

3. Supply Chain Disruptions: The pulp and paper sector is integral to various industries, including packaging and publishing. A downturn could have cascading effects, disrupting businesses that rely on these materials.

## Impact on the Sawmill Industry

1. Reduced U.S. Market Access: The tariffs will make Canadian softwood lumber more expensive in the U.S., potentially decreasing demand and market share.

2. Price Suppression in Domestic Markets: With diminished export opportunities, an oversupply in the Canadian market could drive down lumber prices, adversely affecting revenues for local producers.

3. Operational Challenges: Sawmills may need to scale back production, resulting in workforce reductions and negatively impacting related sectors such as logging and transportation.

## Impact on the Average British Columbian

1. Employment Uncertainty: The forestry sector is a cornerstone of British Columbia's economy. Job losses in mills and logging operations will increase unemployment, particularly in rural areas.

2. Housing Market Effects: If lumber prices increase in the U.S., American homebuilders may slow construction, reducing demand for Canadian exports. Domestically, an oversupply of lumber may lower prices but also lead to wage stagnation in the industry.

3. Economic Slowdown: Fewer exports mean lower tax revenues for the provincial government, potentially leading to reduced public services and infrastructure investment.

4. Higher Consumer Prices: The cost of paper-based goods, packaging, and construction materials could increase due to market instability, affecting consumers across Canada.

## Conclusion and Recommendations

President Trump's newly announced tariffs pose a significant threat to British Columbia's forestry sector, affecting workers, communities, and the economy at large. To address these challenges, immediate action is required:

- **Government Support:** Federal and provincial governments should provide financial assistance, retraining programs, and policy measures to support affected workers.

- **Trade Negotiations:** Canadian officials must engage with U.S. counterparts to seek fairer trade agreements and dispute resolution.

- **Sustainability Investments:** Encouraging value-added products and alternative export markets can reduce dependency on U.S. trade.

- **Public Awareness:** Consumers and businesses should be encouraged to buy Canadian-made products to sustain the industry.

Proactively addressing these tariffs is critical to maintaining the strength of British Columbia's forestry industry and protecting the livelihoods of thousands of workers.

In Solidarity,  
Chris Cargill,  
National 2nd Vice President, March 2025 NEB Report



# NATIONAL HEALTH AND SAFETY OFFICER



**As I take time to write this leaflet article, I have to reflect on April 28th**



April 28th is the National Day of Mourning.

This is a day that we should remember the fallen and injured.

We commit to preventing further injuries or tragedies in the workplace, by making the workplace a safer environment to be at.

We have to look out for each other to be safe and ensure that we all have the opportunity to go home at the end of each day. There could be partners, children, parents, families, friends and pets that depend on you to be there every day. Take the time to be safe.

British Columbia stats released from WorkSafeBC for 2024, were 146 workers died from workplace accidents or exposures. Six new and young workers between the ages of 15- 24 were killed on the job.

In BC, there were over 70,000 accepted claims of workplace injuries and in these numbers, there were almost 7,000 that involved young workers. This number would not include the claims waiting to be accepted. This number could be considerably higher.

The latest numbers found for Canada was in 2023 were:

- 1057 workers that died from workplace accidents or exposures.
- 29 young workers were killed.

There was just under 300,000 accepted claims of workers that missed work because of workplace injuries or exposures and of these accepted claims 33,000 were for young workers.

In Solidarity,

Barry Touzin, PPWC National Health and Safety Officer



*Day of Mourning, Skookumchuck Pulp Mill*



## Why the PPWC Should Grow and Embrace New Members

The strength of any union lies in its people. The Public and Private Workers of Canada has a proud history of standing up for workers' rights, fair wages, and safer workplaces. But to continue winning those battles- especially in today's economic climate- we must grow.

**Here's a fact:** unions with growing membership have more bargaining power. According to Statistics Canada, unionized workers in larger, stronger unions tend to secure better contracts and protections. Growth isn't just about numbers - it's about power. Power to negotiate. Power to protect. Power to Win.

It's also about solidarity. When one local thrives, we all benefit. By allowing and welcoming new members into our locals, we're not just expanding we're building a stronger, more united voice. We share resources, experience, and support. We lift each other up.

If we close our doors to others, we isolate ourselves. And isolated workers are vulnerable workers. But when we open up-when we stand together-we send a clear message: the PPWC is here, it's growing, and it's not backing down.

Article submitted by: Geoff Dawe, PPWC National President

# HEALTH & SAFETY CORNER

## As we move forward and into the new seasons, we will encounter risks such as **Floods and Forest Fires**

Being prepared for environmental emergencies is crucial to ensure your safety and the safety of those around you.

Here are some steps to help you prepare:

1. Know the risks: Understand the types of environmental emergencies that can occur in your area, such as earthquakes, hurricanes, floods, wildfires, or landslides.

2. Create an emergency plan: Develop a plan with your family, including a communication strategy, evacuation routes, and a meeting point.

3. Build an emergency kit: Assemble a kit with essential items, such as:

- Water (at least 1 liter per person per day)
- Non-perishable food
- First aid supplies
- Flashlights and batteries
- Radio and/or NOAA Weather Radio
- Whistle to signal for help
- Dust mask
- Important documents (e.g., insurance policies, identification)

4. Take a video of all items in and around your house for insurance purposes later if required. Video the clothing, computers, shoes, tools, firearms. If necessary, this is an up to date inventory of your possessions. Easier to review a video with detailed info rather than trying to remember.

5. Stay informed: Stay up-to-date with weather forecasts, warnings, and emergency alerts from local authorities.

6. Prepare your home: Take steps to protect your home from environmental hazards, such as:

- Trimming trees and shrubs to minimize branches that could cause damage
- Securing outdoor furniture and decorations
- Installing storm shutters or impact-resistant windows
- Having a fire extinguisher and knowing how to use it

7. Stay prepared physically and mentally: Regularly check and update your emergency kit, and make sure all family members know the emergency plan.

8. Community Involvement: Get involved in local emergency preparedness initiatives and know your community's emergency response plan.

9. Have the vehicle you need, full with fuel and any valuable supplies in a container ready to be put in the vehicle.

10. Have pet supplies available to go as well. Mark live stock with paint for identification purposes if they are released from your property.

Your time may be limited be prepared.

If an emergency happens, you may not have the time to pack or collect items.

Collect non replaceable items such as pictures and contact information of family and friends in a container.

Know the specific risks in your area and prepare appropriately:

1. Be prepared for wildfires and forest fires, especially during dry seasons.

2. Know the flood risk in your area and take necessary precautions.

3. Stay informed about weather conditions, especially during winter months when snowstorms can occur.

Remember, preparation is key to staying safe during environmental emergencies.

Have plans to meet family members at certain check points, if you become separated.

Article by Barry Touzin, PPWC National H & S Officer



PPWC Health and Welfare Conference  
February 24 - 27, 2025



# FOREST STEWARDSHIP COUNCIL

## FSC and Labour Unions: Strengthening Forestry for Workers and the Planet

The forestry sector plays a critical role in the economy, supporting thousands of jobs across Canada. However, ensuring that these jobs are safe, fair, and sustainable requires strong policies and collaboration between industry stakeholders—including labour unions. One key organization at the forefront of responsible forestry is the Forest Stewardship Council (FSC). But what exactly is FSC, and why should labour unions take an interest?

### What is FSC?

The Forest Stewardship Council (FSC) is a global, not-for-profit organization dedicated to promoting responsible forest management. Founded in 1993 in response to concerns about deforestation and unethical forestry practices, FSC sets internationally recognized standards that ensure forests are managed in environmentally appropriate, socially beneficial, and economically viable ways.

When a forest operation or supply chain company meets FSC's rigorous standards, it becomes FSC-certified, allowing its products to carry the FSC label. This certification provides assurance that wood and paper products come from forests that are managed responsibly and are helping to protect the future of forests and the people who depend on them.

### A Global Presence

FSC operates in over 80 countries, including Canada, where it plays a vital role in sustainable forestry. Canada is home to some of the world's most vast forests, and FSC certification helps ensure they are managed in ways that benefit both the environment and the workers who depend on them.



### PPWC: A Longstanding FSC Partner

The Public and Private Workers of Canada (PPWC) has been an active member of FSC since 1997, playing a crucial role in advocating for responsible forestry and fair working conditions. PPWC's involvement has helped shape FSC policies that protect both forests and workers.

"PPWC has been a champion of FSC's mission for over 25 years," said Monika Patel, CEO of FSC Canada. "Their commitment to sustainable forestry and workers' rights aligns with our goal of creating a forestry sector that

benefits people, nature, and businesses alike."

Geoff Dawe, President of PPWC, emphasized the importance of FSC's role in protecting workers: "FSC certification ensures that forestry operations prioritize the well-being of workers while maintaining sustainable practices. We are proud to be part of an organization that values both the environment and the people who work in it."



### Why Labour Unions Should Care About FSC

Labour unions have long fought for workers' rights, fair wages, and safe working conditions. FSC certification aligns with these priorities, offering a framework that supports workers while promoting long-term sustainability in the forestry industry. Here's how:

### Protecting Worker Rights

FSC standards include strong protections for workers, in line with International Labour Organization (ILO) core conventions. This means all FSC-certified operations must:

- Abolish child labor
- Eliminate all forms of forced or compulsory labor,
- Eliminate discrimination with respect to employment and occupation,
- Uphold freedom of association and the effective recognition of the right to collective bargaining.

These standards help ensure that forestry workers are treated fairly and have access to secure, dignified employment.

### Ensuring Workplace Safety

Forestry can be one of the most hazardous industries in the world. FSC certification mandates adherence to strict health and safety regulations, requiring FSC-certified forest management companies in Canada to:

- Develop a comprehensive safety policy
- Minimize workplace hazards
- Provide safety training
- Ensure access to proper protective equipment

Continued on Page 9...





## FOREST STEWARDSHIP COUNCIL CONTINUED

By enforcing these standards, FSC helps reduce workplace injuries and fatalities, making the forestry sector safer for all workers.

### Promoting Stable Employment

FSC prioritizes long-term forest management, which leads to stable and sustainable employment opportunities. By preventing overexploitation and ensuring responsible forest use, FSC certification helps create jobs that last, benefiting both workers and local communities.



### How Labour Unions Can Get Involved

Labour unions can take several steps to engage with FSC and promote responsible forestry practices:

- Advocate for FSC certification: Encourage forestry companies to pursue FSC certification to ensure better working conditions and sustainable jobs.
- Educate workers about FSC certification: Raise awareness about FSC standards and what they mean for workers' rights and workplace safety.

### The Path Forward

A responsible forestry sector is not just about protecting trees—it's about protecting the workers who rely on them for their livelihoods. FSC provides a powerful framework for ensuring that forestry is both sustainable and fair. Labour unions have a crucial role to play in supporting FSC certification and ensuring that forestry jobs remain safe, stable, and dignified.

By working together, FSC and labour unions can help build a forestry sector that values both people and the planet. The future of responsible forestry depends on strong partnerships—and labour unions are key to making it happen.

Learn more about FSC at [www.ca.fsc.org](http://www.ca.fsc.org).

Article submitted by Monika Patel, President and CEO, FSC



Standing on guard for  
Canadian workers  
against Trump's tariffs



PPWC National January 2025 campaign  
Support for Canadian Workers



## PPWC NATIONAL Orville Braaten & Angus Macphee Bursary Recipients



### Orville Braaten Recipient

Congratulations to Cheyenne Fiandor. Cheyenne is related to Eloy Fiandor from Local 8.

### Angus Macphee Recipient

Congratulations to Andrew Berkhiem. Andrew is related to Mark Berkhiem from Local 15.





# FROM THE LOCALS



## In Remembrance

It is with deep sadness and heavy hearts that we have had to say goodbye to two of our members recently here at Local 1. Our condolences go out to the family and friends of these members. They will be missed but never forgotten.

### Membership Update:

- Total active members: 289
- Members on WI (Wage Indemnity): 10
- Members on LTD (Long-Term Disability): 7
- Members on WorkSafe: 4

**Management Changes** - A new Managing Director has been hired for Celgar and has stepped into the role full-time as of November 2024. We at Local 1 hope to build on the professional and respectful relationship we had with the outgoing Managing Director.

**Wage Negotiations** - Our wage delegates and alternates have been actively working with the joint wage caucus in Kamloops to negotiate a pattern agreement.

**Maintenance Shutdown** - We are preparing for a two-week maintenance shutdown, scheduled to begin in the second week of March this year. Mercer transitioned to an 18-month schedule for major maintenance shutdowns a few years ago.

**Workforce Challenges** - Mercer's workforce reductions have led to significant challenges, including training deficiencies and excessive overtime, which remain persistent issues throughout the mill. Hiring campaigns are ongoing; however, the high rate of retirements has made it difficult to stay ahead of these challenges.

**Grievances and Trade Eliminations** - Currently, there are 10 grievances at the third stage. Additionally, our Insulator and Cement Mason have recently retired, and Mercer has decided not to replace these positions. Instead, the company plans to contract out all work related to these trades. Local 1 has filed a grievance against this trade elimination, which is currently at Standing Committee (2nd Stage).

**Automation Discussions** - The company has initiated discussions regarding automation for the Stores Leadhand position. The process is still in its early stages, and there are limited details available at this time.

**Union Growth and Certification** - A significant certification effort involving approximately 80 members has approached Local 1, expressing interest in joining the Public and Private Workers of Canada (PPWC). Further discussions are ongoing.

We will continue to monitor these developments and advocate for the best interests of our members. Thank you for your dedication and support.

In Solidarity,

Dennis MacKinnon, Local 1 March 2025 NEB Report



PPWC Administrator Meeting 2018

## Farewell from Deb Basran, Local 1 Administrator



I began my journey with Local No. 1 in 1989 as a temporary office assistant providing vacation relief. In 1996, I transitioned to the permanent role of Office Administrator.

Over the past 36 years, I have proudly served the Union. During this time, Local No. 1 has grown and evolved in many ways, and after careful reflection on my future, I have decided to begin my retirement one year earlier than originally planned.

As I look back on these years, I am grateful for the opportunity to have worked alongside dedicated union leaders, advocates, and members-individuals who have left a lasting impact on me. I take great pride in my time with PPWC Local No. 1 and the work we have accomplished together.

With sincere appreciation and in solidarity,  
Deb





# FROM THE LOCALS

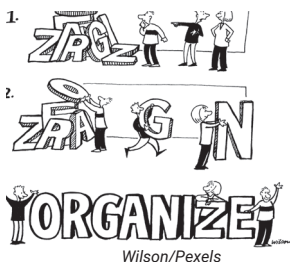


I've had quite a few things going on at Local 2 in the last few months. I filed multiple grievances about the company violating the Contracting Out Settlement Agreement signed back in 2021. After over 7 months and multiple delays, we have settled on a payment to the union to put this behind us and move forward. After waiting for almost a year and multiple extensions by the LRB, a decision was reached on the company's appeal of the Section 54 claim, which was originally in our favour. The LRB reversed its original decision and has now found in favour of the company. This was the 21-days pay the company was ordered to pay to each member going back to our curtailment for 3 months in the summer of 2023. The next steps are now being considered. The company decided to terminate a member because he was classed as a phase 4 by WorkSafe and needed an accommodation. I grieved this, and he has since been reinstated. The policy change grievance regarding make-up days vs being made whole is scheduled for arbitration this coming May. I've had 2 hearings in the last couple of weeks about our payroll arbitration dating back to 2020. It's very close to coming to an end, and I will be glad when I can put this behind me.

We have had quite a few issues with our HR requesting extra forms, doctor notes and other things from members off on disability and WorkSafe. This is all unnecessary, and after a few months of back and forth, a meeting was finally held, and I'm hopeful this has come to an end. The main issue seems to be a complete lack of HR training at our site. Also, on the HR side, our HR manager has been let go, and his replacement started this week. This will be the 3rd one in 3 years, not counting the temporary one we've had since last November, I believe it was.

The installation of the two new hog presses is complete, with one running, and the numbers the company was hoping for have been exceeded, which is a good thing. The other should be commissioned shortly, as well as the Atmospheric Diffusion Washer, which has been completely rebuilt. The planning and such for the 2-week TMO scheduled for June is well underway. Talks are still ongoing with the company, hydro, and the government about the installation of a condensing steam turbine at our site.

In Solidarity,  
Mike Hearsey, Local 2 March 2025 NEB Report



**Local 5** - Our executive is still in the works to make the dues structure work for the members that are part-time or casual. A new proposal is moving forward with the intent to work for everyone.

**Skeena Taxi** - Prince Rupert - Uber is moving into the area and will impact the taxi services there. It may be only a matter of time before they are squeezed out of business.

**Urban Impact** - 2 members have completed their shop steward training with Chuck.

**Signature** - Getting ready for negotiations to start this summer.

**GTAP** - We have a new contract in place, vote took place on April 8th and the members are excited with a new contract until 2027.

**Terrace Hospital** - They have started working in the new hospital now. The transition has been good. As always with a new building, there are a few kinks to work out, but it's going well.

**Children's & Women's Hospital** - We are still in talks with HR about members that work 2 positions as a casual and a full-time member that should only be paid the higher rate at all times. The Labour Board may need to decide on this for us soon.

In Solidarity,  
Brian Cheralley, President, Local 5 article



PPWC National Workers Advocate Training  
March 31 - April 3, 2025





# FROM THE LOCALS



**Local 8** - Being a multi-certification local, it has been very busy recently at the hall. Then, with the constant threat of impending tariffs, it hasn't made things any easier. The tariffs will not only have an impact on all of our certifications, but on all of our brothers and sisters within the National. We must all stand strong, and together, we will get through it.

**Ladysmith** - Ladysmith sawmill has changed the size of logs that they are bringing in, which should amount to another 65000 cubic meters of wood, which would eliminate the log shortage issue unless weather or sales come into play. They have just concluded testing unloading logs from logging trucks which should amount to more logs coming to the mill as well as they only used to come from a barge tow.

**Value Added Division** - Western Forest Products has announced a \$17 million investment at our Value Added facility for the building of a continuous kiln. Ground is supposed to be broken in May with the goal of having the kiln running by the end of the year. Their big issue right now is manpower, as they'd like to have the planer run 2 shifts but there aren't enough people to do so. Being a reman mill, they are the lowest paid employees at Western Forest Products even though a 6% wage increase was negotiated mid contract.

**Long Hoh** - It has been a tough last 2 years for the membership of Long Hoh. Many members have moved on due to the uncertainty of employment due to lack of sales to their customers in Japan. Unfortunately, just recently the company announced that the mill will now be indefinitely curtailed.

**Modern Niagara** - There are a few issues on the go right now with the Company regarding the Collective Agreement. Morale is low due to the Company wanting to implement changes without any input or notice from the Union. Meetings continue to happen between the Union/Labour Management Committee and the Company so hopefully we see a change in how they are doing things soon.

**Harmac** - The mill has been running really well over the last couple of months making some good profits. They have a couple grievances that they are taking to arbitration. After years with no apprenticeships, the union is fighting to get the program back up and running again. The Company recently granted the membership a 3% wage increase at the beginning of the year until Main Wage has concluded in May.

**Howe Sound** - The Collective Agreement expires on April 30, 2025 and we have our bargaining committee in place and have had 2 meetings with the Committee to go through the asks of the membership. We are currently reviewing the Collective Agreement language trying to build a stronger Collective Agreement. The Company has also said that they are ready to begin bargaining. Letter of intent will be going out this week (March 10th).

**Roger's Sugar** - They continue to have issues around contracting out. The Company isn't allowing our members in the administration building to provide maintenance work and instead contracting it out. Our members have always done that work, but since the strike, they say there are private conversations and confidential items that can be discussed or left out, that they do not want our members to see or hear anything. The Company has expressed their concerns about the tariffs as well as 36% of the volume created at the Vancouver refinery is exported to the United States. This will definitely have an effect on the Company as a whole. Just last week, their Manager announced that due to the tariffs and current market conditions they will not be doing anymore run through weekends likely for the remainder of the year.

In Solidarity,  
Adrian Soldera, President PPWC Local 8 article



## LOCAL 9 PPWC Bursary Recipients 2024/2025 Financial Academic Year

### LOCAL 9 PPWC Bursary Recipients

Congratulations to Nicholas Ratkaj and Ella Francis who both received a \$1500 bursary.



### Len Shankel Continuing Education Award



Congratulations to Sawyer Dahl who received a \$1500 bursary.



# FROM THE LOCALS



This industry is sure taking us on a wild ride. I never thought I would see the day when 3 or 4 mature tradespeople would resign and pack up their tools to seek employment elsewhere. This was over a course of about 6 weeks. Main reasons they all gave is lack of confidence and uncertainty in the business. This has been a common trend in our mill reports over the last few years, and I hope there's light at the end of the tunnel soon.

In a recent crew talk we were told Intercon Specialty Paper actually turned a small profit for the month of January, a comforting statement only to be followed by tariff talks. Just as it seems we are making some headway with fibre supply and such, the next hurdle gets put up. Thank you Mr Trump. Due to the closure of the PG pulp line, Intercon was doing UBK runs every so often, but switching between bleached and brown presented many issues and downtime. They have recently made the decision to discontinue making the Unbleached Kraft Pulp.

We have 3 scheduled arbitrations on the go, with 1 continuing at judicial review. Two more grievances will be moving to 4th step.

Our payroll system, although greatly improved it still plagues us. Pension over payments are still occurring and so are minor coding issues. We are continuing to hold them accountable till all the kinks are ironed out.

We just finished a water wash accompanied by a 3 day maintenance outage. Majority of the work consisted of pipe replacement/repairs, valve work and repairs to the kiln. Start up went fairly well. Additional heaters were brought in to keep the mill from freezing up as it was -28C that week.

Local 9's current membership is 287 at Canfor, and 7 at Chemtrade. We currently have 2 on parental leave, 4 on WorkSafe, 7 on WI and 15 on LTD. This brings our total membership to 315.

It's long overdue, but the company has finally committed to renovating the run down common lunch area and washroom facilities at the Intercon Mill. Work has commenced and is looking good.

Things are moving along next door at Chemtrade. Decommissioning of the redundant parts on site are almost complete. Our members are working a lot of OT and extra shifts. We keep pushing for more manning, but it's falling on deaf ears. Currently 6 plant operators and 1 additional carried over to assist with dismantling.

February 11, 2025 marks the 1 year anniversary of the tragic death due to a workplace accident to one of our own. The incident still resonates dearly to those that worked with and knew Gary. He is and will continue to be missed. Please take a second to remember those around you who were injured or killed at the workplace. Never stop looking out for your Sisters and Brothers around you.

In Solidarity, Greg Petersen, Local 9, March NEB Report



Skookumchuck Pulp's Mill Manager has announced he is planning on retiring. He stated the date will be early March, but he will assist the new Manager in the transition. A replacement has yet to be announced.

The Mill continues to deal with the Company implementing a variety of safety policies at once. Dates to be implemented continue to be pushed back, but gloves, safety boots, hard hats and bite blocks are now gate to gate. They are working on changing areas that were not hard hat areas to being hard hat areas. New style hard hats are being tried to help the transition. The Mill Manager believes an iron fist will bring desired change, yet his staff are the biggest roadblocks. Production is still number 1 to some.

We have most grievances moving past standing committee and the President. Legal fees have significantly risen for the Local, fortunately the Local passed a dues increase at our last Membership meeting.

In Solidarity,  
Mike Scott, Local 15, March NEB Report



Selkirk College is currently dealing with significant financial difficulties due to recent changes in federal immigration policy, which are anticipated to drastically reduce international student enrollment by 60-85% in the upcoming years. This decline is expected to create a \$9 million deficit for the college.

In response, Selkirk College is reviewing all unions, departments, programs, and positions for potential cost-saving measures. Unfortunately, this process has already resulted in layoffs within the Selkirk College Faculty Association (SCFA) and the British Columbia General Employees Union (BCGEU). So far, eight employees have been laid off or have not had their contracts renewed, equating to six full-time equivalent (FTE) positions.

Certain positions must be filled to maintain basic service levels, despite operating deficits. All new vacancies will need to undergo a review process to determine if they will be filled.

The layoffs have impacted about 1% of the workforce, including both regular ongoing employees and short-term employees. Early retirement or voluntary severance options have helped prevent layoffs for less senior faculty members.

The School of Hospitality & Tourism, which relies heavily on international students, has been hit the hardest. The School of Business and the School of University Arts & Sciences are also expected to experience further labor adjustments due to lower enrollments. As the full impact of reduced student numbers becomes clearer, additional layoffs are anticipated across all employee groups.

In Solidarity,  
Niki Menard, Local 26, article



## FROM THE CCU

### CCU President, Greg Ball - Letter to Minister MacKinnon on Apprentice Programs



Dear Minister MacKinnon,

On behalf of the Confederation of Canadian Unions (CCU), the largest association of independent labour unions in the country, I am writing to express my extreme disappointment in your government's decision to end skilled trades apprenticeship grants.

As you are aware, the Apprenticeship Incentive Grant and the Apprenticeship Completion Grant will both end on March 31, 2025. Applications will not be accepted after this date. Even worse, the highly successful Apprenticeship Incentive Grant for Women pilot program – which gave hundreds of women across Canada an open door to the skilled trades - ended two years ago and wasn't renewed.

These poorly conceived decisions come at a time when the country is facing critical shortages in skilled trades workers across multiple industries. The decision not only threatens the livelihoods of thousands of aspiring tradespeople but also undermines efforts to strengthen the economy, increase wages, and ensure the sustainability of essential industries.

**I was honoured to take part in the Workforce Summit in September 2024 in Montreal, where I listened to you speak specifically about building an economy of the future, ensuring that jobs are created in Canada that support workers, their families and communities. Delegates agreed that one of the best ways to do this was investing in the skilled trades. Yet the cancellation of these vitally important apprenticeship programs does the exact opposite.**

Apprenticeships are a fundamental component of workforce development in Canada. They provide aspiring tradespeople with the necessary skills, hands-on training, and experience to succeed in their respective fields. More importantly, apprenticeships serve as a pathway to stable, well-paying jobs that contribute to the overall prosperity of working-class Canadians.

Over the years, the federal government's investment in skilled trades apprenticeship grants has played a crucial role in making these programs accessible to workers. These grants have provided financial support to apprentices as they complete their training, helping to cover costs associated with tuition, tools, and other expenses. **For many, this support has been the deciding factor in pursuing a career in skilled trades, particularly for underrepresented groups, including women, Indigenous peoples, and new Canadians.**

With the abrupt cancellation of these grants, many aspiring workers may now face financial barriers that prevent them from entering the trades, exacerbating the already dire labour shortages across the country.

Labour market experts and industry leaders have warned for years that Canada is experiencing a worsening shortage of skilled trades workers. The construction, manufacturing, transportation, and energy sectors, among others, have reported significant challenges in hiring qualified workers. According to BuildForce Canada, approximately 700,000 tradespeople are expected to retire by 2028, leaving a massive gap in the labour force that must be filled.

Despite this, the federal government's decision to cut financial support for apprenticeship programs directly contradicts the needs of the economy. Without adequate funding, far fewer people will be able to afford the necessary training to become electricians, welders, carpenters, and other desperately needed trades professionals. This will lead to even greater workforce shortages, delaying critical infrastructure projects, stalling economic growth, and putting additional strain on existing workers.

Governments at all levels must recognize that the skilled trades are the backbone of our economy. From the homes we live in to the roads we drive on, from the electricity that powers our cities to the manufacturing that keeps our industries running—skilled trades workers make it all possible. Cutting funding for apprenticeship training undermines the very foundation of economic progress and prosperity in Canada.

**The Confederation of Canadian Unions strongly urges the federal government to reconsider its decision and reinstate full funding for skilled trades apprenticeship programs. Investing in these programs is not just a matter of fairness and opportunity. It is a crucial economic strategy that benefits workers, employers, and communities alike.**

The time to act is now. We urge the federal government to reverse course and commit to the long-term success of Canada's skilled trades workforce. Our future depends on it.

Article by - Gregory Ball - CCU President, March 2025

### PPWC DONATIONS



PPWC continues to donate and support local and international organizations. We have received the following thank you letters for our donations at the last National Executive Meeting:

Covenant House, Greater Vancouver Food Bank, Salai and Union Gospel.





## Trump's Tariffs: A Threat to Workers and Canadian Independence

As president of the largest associations of independent, democratic unions in Canada, I am writing this message from the very deepest sense of urgency and conviction I can possibly convey, to address one of the greatest challenges faced by Canadian workers in years.

US President Donald Trump has implemented a 25 percent tariff on almost all Canadian goods entering the United States. The policy is a direct threat to Canadian working families, our economy and sovereignty. It reflects a larger, deeply troubling trend in protectionism that will irreparably harm both sides of the border, but in particular, Canadian workers, and thousands of members of the Confederation of Canadian Unions.

In Trump's vision, blanket tariffs are a tool of economic war, meant to penalize foreign nations by raising the price of their goods. Trump has taken his bizarre, threatening nationalism even further, repeatedly needling Canada to become the 51st US state.

On the surface, this might seem like a way to protect American industries, but at its core, tariffs are a direct tax on consumers and workers, especially in a highly interconnected global economy. This tax falls squarely on the shoulders of the working class—those same workers whom Trump claims to champion with his populist rhetoric.

The effects in Canada will be widespread: massive job losses, lower wages, and greater inequality. Leading economists argue that Trump's tariffs will destroy one million direct jobs, with many more spillover job losses in connected industries, and a loss of 3.25% of GDP. Workers in these vulnerable sectors will feel the effects of Trump's policies most acutely, but in reality, no Canadian is entirely immune from the economic damage these tariffs will cause.

Rightfully so, former Prime Minister Trudeau and several provincial premiers and officials of all political parties have retaliated against Trump's tariffs with their own set of penalties and tariffs on US goods entering Canada. Trudeau even discussed the "nuclear option" of placing an embargo on energy and oil exports to the US, which currently represents 60% of the crude oil and 52% of the total petroleum the US imports every year.

### A Meaningless Trade War Based on Myths

Canada is the largest market in the world for US exports: over \$440 billion (US) in 2023. Trump argues that the US suffers from a "\$200 billion" annual trade deficit with Canada, which amounts to the US "subsidizing Canada." This, of course, is demonstrably false, and yet another example of Trump's compulsive lying. The actual US trade deficit with Canada in 2024 was \$33 billion (US), down from \$62 billion (US) in 2022, and constitutes only 4% of the total American annual trade deficit.

In fact, the Canada-US trade relationship is among the most balanced of any major American trading partners. The US exports 92 cents to Canada for every dollar they purchase (immeasurably more than it does to the rest of the world). And this bilateral trade deficit with Canada that Trump

believes is so damaging is fully offset by Canadian loans to the US. In reality, Canadian investors are "subsidizing" the US to continue consuming more than it produces.

Yet Trump's trade war will mean rising prices for goods produced in the US or made with American materials. Canadian manufacturers who rely on American imports, from raw materials to finished goods, will face increased costs that will inevitably be passed down the supply chain.

This will not only inflate the prices of goods for Canadian consumers, but also make it harder for Canadian workers in sectors like manufacturing and agriculture to compete in the global market. In particular, industries such as automotive, steel, and agriculture, which depend on cross-border trade, are poised to take the hardest hit.

Canadian beef and dairy to the forestry and energy sectors - which include thousands of CCU members in unions like the Public and Private Workers of Canada (PPWC) and the Canadian Union of Skilled Workers (CUSW) - stand to lose billions of dollars if access to US markets is further restricted. This would destabilize regional economies, cost Canadian jobs, and diminish Canada's economic growth.

### Undermining Canadian Sovereignty

At the heart of Trump's tariffs is an insidious attempt to weaken Canadian sovereignty. It's not just an economic issue. It's about asserting control over the countries that form part of the international economic order. By slapping tariffs on Canadian goods, Trump sends a clear message that Canada, despite being a longstanding ally of the United States, is an adversary in his protectionist paranoia.

For Canada to thrive, we need to pursue a diversified economy—one that isn't overly dependent on any single nation, including the US. But Trump's tariffs perpetuate a system where Canadian businesses are deeply vulnerable to the whims of American policy. This fragility aligns us too closely to the economic health of our southern neighbor. A nation that cannot manage its trade policies independently of another is not truly free.

Yet during the past four decades, the Canadian government has largely failed to assert its independence in the face of these economic pressures. Rather than fortifying domestic industries and strengthening economic ties with other parts of the world, Canada has continued to prioritize its trade relationship with the US. This short-sighted approach makes us far too vulnerable to US political volatility. Trump's tariffs are not only a demonstration of economic bullying—they are part of a broader strategy to maintain American dominance over the global economic system.

**To see the full CCU news article go to the CCU website at [ccu-csc.ca](https://ccu-csc.ca) or click this link: <https://ccu-csc.ca/trumps-tariffs-a-threat-to-workers-and-canadian-independence/>.**

By Gregory Ball, CCU President, January 2025/updated March 2025



## SHOP STEWARD CORNER

### Shop Steward Corner - The Effectiveness of Shop Stewards in the Workplace

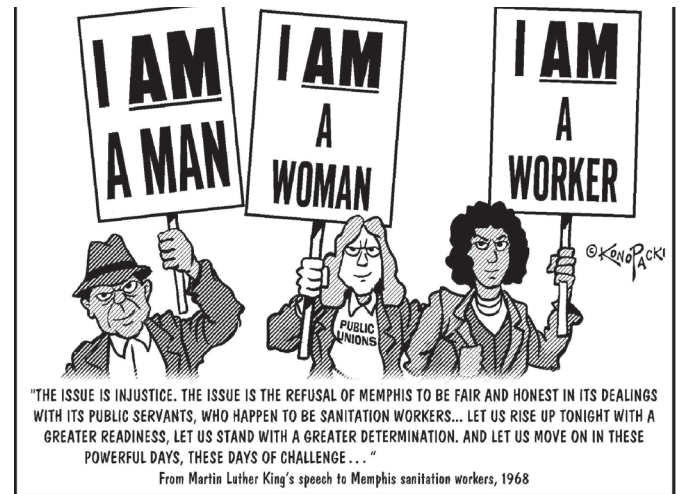
In any successful labour union, shop stewards are often the unsung heroes who form the backbone of workplace representation. As frontline advocates for union members, shop stewards serve as the vital link between union leadership and the broader membership base. Their effectiveness in the workplace can be measured not only by the quality of labor relations but also by the strength of communication, dispute resolution, and the overall sense of solidarity among workers.

A shop steward is typically a union member elected or appointed to represent fellow employees within a specific department or job site. This role is not merely symbolic; it requires a unique blend of leadership, diplomacy, and deep knowledge of both the collective agreement and labor law. Highly trained shop stewards are equipped to navigate workplace challenges, interpret policies, and ensure that the rights of workers are upheld daily. Their presence fosters an environment where workers feel supported and empowered.

One of the primary ways in which shop stewards demonstrate effectiveness is through conflict resolution. When workplace disputes arise—whether regarding wages, working conditions, discrimination, or disciplinary action—the shop steward acts as the first line of defense. By addressing issues early and informally, stewards often prevent them from escalating into full-blown grievances or legal battles. Their ability to mediate and resolve concerns promptly contributes to a more stable and harmonious workplace.

Communication is another area where shop stewards excel. They ensure that union policies, updates, and negotiations are clearly conveyed to members while simultaneously relaying employee concerns back to union leadership. This two-way communication flow ensures transparency and trust within the union structure. A well-informed workforce is more likely to remain engaged, cooperative, and unified—key ingredients in any labour movement's success.

In addition to dispute resolution and communication, shop stewards play a pivotal role in enforcing collective agreements. They ensure that employers adhere to the terms of negotiated contracts and challenge any instances of contract violation. Their vigilance acts as a deterrent against managerial overreach and provides a sense of security for



Konopacki/Pexels

union members. Workers are more likely to stand up for their rights when they know they have a competent steward advocating on their behalf.

Leadership and stability are hallmarks of an effective steward. When stewards are well-trained and committed, they inspire confidence and cohesion among their coworkers. They often serve as role models and mentors, helping newer employees understand their rights and responsibilities. This leadership creates a ripple effect, strengthening the entire workforce and fostering a culture of mutual respect.

The PPWC instills this knowledge into our shop stewards through regular training at the Local level. If you are interested in becoming a shop steward, please let your Local know so they can set up a training course.

In conclusion, shop stewards are essential to the effectiveness of unions in the workplace. Their training, dedication, and ability to lead with integrity make them indispensable in promoting fair labour practices, protecting workers' rights, and ensuring the smooth operation of labour-management relations. By investing in the development of skilled shop stewards, unions not only enhance their ability to serve their members but also strengthen the foundation of the labour movement as a whole.

Article by: Chuck LeBlanc, National VP1

## Tell us your story! Write to your union!

Articles should be between 250 and 700 words in length.

Please submit any relevant graphics with your article. Please send your articles to [national@ppwc.ca](mailto:national@ppwc.ca).

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